

# INTERCAMPUS

## STAFF ADVISORY COUNCIL

### Minutes

March 5th, 2014

1:00pm-2:00pm

TelePresence Centers

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#### Meeting Call to Order

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#### Introductions/Roll Call

☐ Betsy Rodriguez, VP UM System

☒ Kevin Sansberry, ISAC Chair, UMKC SC Chair

☒ Meg Naes, ISAC Vice Chair, UMSL SAC Vice-President

☐ Antoinette Jackson, ISAC Secretary, UMKC SC Vice-Chair

☒ Nathan Weaver, MO S&T SAC Chair

☒ Sara Lewis, MO S&T SAC Vice-Chair

☒ Jonathan Lidgus, UMSL SAC Vice-President

☒ David Champlin, UM SAC Chair

☒ Melissa Willett, UM SAC Vice-Chair

☒ Becky Stafford, MU SAC Chair

☒ Steve Stockman, MU SAC Interim Vice-Chair

☒ Kristen Fritschie, MU Hospital SAC Chair

☐ Andrew Webb, MU Hospital SAC Past Chair

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#### Minutes Approval: Minutes for January 16<sup>th</sup>, 2014

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#### Talent Management Update, Jill Hermson Director of Talent Management

Shannon Albright was hired full time.

Working on succession planning

Talent Management Team is:

Greg Holliday

Jill Hermson

Shannon Albright

Katina Volle

Greg will be at Rolla on training and development taskforce

Greg was at MU for additional training.

Um system is doing some robust spring training

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Building training database for the HR departments to deliver additional training. Will lead to training being consistent across campus, also result in greater ability to leverage knowledge that we have on various campuses.

Succession planning will be looked for staff in the future but not at this time.  
25% of staff are eligible for retirement but they don't have a plan at the moment.

Discussed the viewpoint that UM System should not be solely responsible for succession planning. This task should be discussed and considered at the line manager level.

"My performance" performance appraisal project is being looked at.

Appraisal system is through Halogen software and will be piloted by UM System and about 2500 MU employees.

System will allow things like optional self-appraisals.

Hopes to have all of the campuses using the same system in the next 3-5 years.  
MU doing a review of their recruiting processes to improve applicant experience and also look at the process.

Engagement survey within UM System coming soon.

EAP program coming soon, the campuses are handling it a bit differently:

St Louis has already hired an EAP practitioner

UM System and MU will continue with their current EAP process.

Rolla is going to hire an EAP practitioner.

UMKC is outsourcing the EAP function to St. Luke's.

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### **Gender Identity and Expression, UM System Non-Discrimination Policy**

Presenter did not attend meeting.

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### **Chair and Campus Updates**

#### **UM System**

Bowling tournament coming up  
Events survey also being implemented for staff.

#### **Columbia**

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Everyone is excited about new chancellor; filling out forms and sending them back in.

Staff recognition week, Rec center going to be open all week long, free of charge.

Working on revamping website.

First meeting with the new chancellor, Feb 11th. He has been very engaged with students and staff.

**St. Louis**

Started a Twitter account, using to send out announcement and live tweeted their council meeting last month. Twitter wall at the last meeting.

Trivia night to help fund the staff event.

Appreciationgrams have sold out before the event even started!

**Rolla**

Started quarterly meetings with the chancellors to discuss staff related issues. Will also start coming once a year to the regular staff council.

Starting to address the idea of smoking on campus.

**Kansas City**

Gearing up for elections.

Getting ready for staff appreciation week.

**UM Hospital**

Received 80 nominations after announcing the 11 vacancies.

Going to start ramping up fundraising efforts.

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**Adjourn**

**NEXT MEETING:**  
**April 14<sup>th</sup>, 2013**  
**3:30pm-4:30pm**  
**TelePresence Centers**